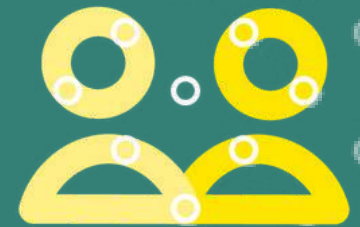




# Trustee recruitment pack

May 2026



# We're Foothold, and we're looking for a new Legal Trustee.

Our Trustees play a big part in helping us to achieve our strategic objectives and meet the needs of those we support: engineers and their families worldwide.

At this important time in our journey, we're seeking a Trustee with legal expertise. You don't need to be a specialist in a specific field, but should be willing to familiarise yourself with the legal framework surrounding Foothold's actions and plans.

Your skills will be particularly useful in considering and executing collaborations, partnerships, contractual obligations and data protection.

You'll find the full role description and person specification on our website: [www.myfoothold.org/get-involved/work-with-us](http://www.myfoothold.org/get-involved/work-with-us)

You don't need previous Trustee experience as training will be provided. If you're interested in developing board level and governance experience, this could be the position for you.

**So if you'd like to play your part in supporting engineers and their families around the globe, we'd love to chat.**

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## What we do

# We're here to ensure engineers and their families never have to face life's challenges alone.

Foothold is the Institution of Engineering and Technology Benevolent Fund. And we're passionate about supporting the wellbeing of past and present members of the IET (Institution of Engineering and Technology) and their dependents worldwide.

By providing financial support for those most in need, helping to lift them out of poverty and ensure they are in the best place possible to overcome the challenges that life brings, we strive to help engineers and their families to make positive choices that will change their lives for the better.

It's a team effort, with donors, Trustees, staff and volunteers all working together to help us achieve our purpose of ensuring no one in the engineering community has to face life's challenges alone.



## Our year in numbers 2024–25

**£1.2m**  
spent  
delivering



**1,257**  
instances  
of support

to  
**1,226**  
people



in  
**47**  
countries

## What we do

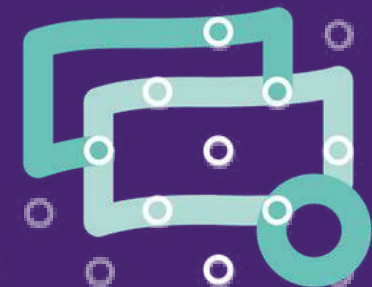
Our support programmes do good in all kinds of ways.



## Financial support

We know that whilst many engineers and their families have a good standard of living, sadly there are some who are struggling to make ends meet.

We provide financial support through one-off grants to fund a range of essential household items, as well as ongoing monthly support for those who really need it to ensure they have enough money to keep a roof over their heads, put food on the table, access transport and keep in touch with friends and family.

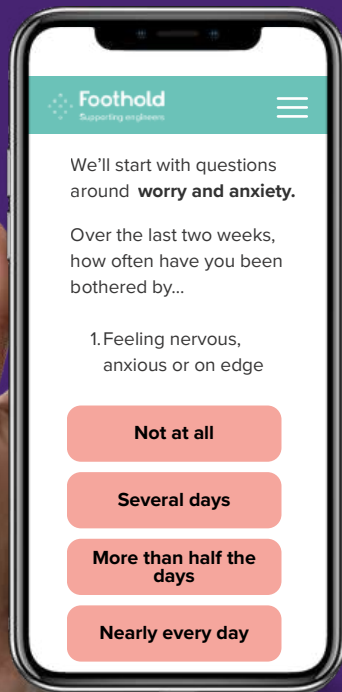


# What we do



## Health and wellbeing

Maintaining and improving the health of our community is at the centre of our work, and our support – spanning counselling grants, disability and illness, sleep problems and more – helps people take control of their financial, mental and physical wellbeing.



## Online support

Our wide range of online resources helps our community build their resilience to life's challenges.

Our community has free, 24/7 access to:

- Financial and budgeting advice
- Expert legal advice
- Support for neurodiversity
- A Mental Health Check-In tool
- A Wellbeing Hub with cognitive behavioural therapy courses
- Monthly webinars on wellbeing and financial topics
- A sleep support programme
- Expert-written blogs
- (And more!)



## What we do



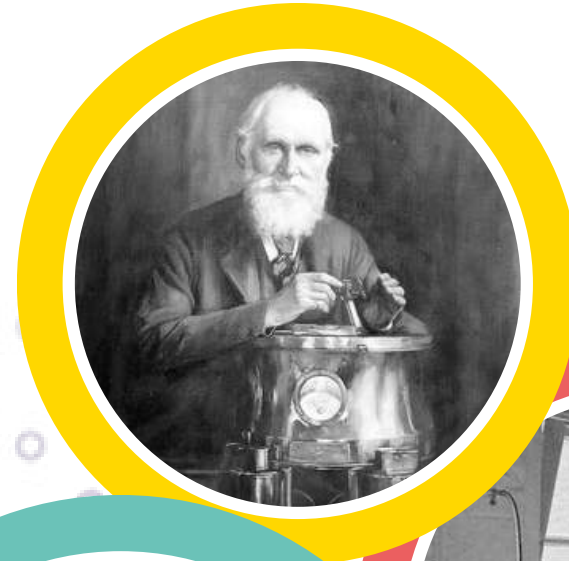
# Our history: Foothold and the IET

Since our foundation, the history of Foothold and the IET has been intertwined. Although we are independent charities, we both work to support the world of engineers and engineering.

On 20 March 1890 the benevolent fund was set up to help members of the Institution of Electrical Engineers (IEE). Its purpose was to help widows and children of members who had died and who were living in poverty.

In 1900 the first recorded grant of £20 was given. That's around £2,500 in today's money.

Since 1890, the IEE has grown and merged with other organisations to become the Institution of Engineering and Technology – an organisation of over 168,000 members in 150 countries who form our Foothold community, alongside lapsed members, dependants and engineers from other disciplines.



# Why our Trustees are so important

“ Trustees have overall control of the charity and are responsible for making sure it's doing what it was set up to do. They may be known by other titles such as: directors; board members; governors; committee members. Whatever they are called, trustees are the people who lead the charity and decide how it is run.”

– The Charity Commission



# Time commitment and role

Our Trustees get together five times a year for a mixture of virtual and in-person meetings (four Board meetings and one training day with staff). They spend time before meetings reading the Board papers and preparing. Each Trustee commits a total of 50–70 hours a year.

They're responsible for providing strategic direction and making key decisions to ensure we're delivering on our objectives.

- They serve on our three Committees:
  - Finance, audit and risk (quarterly)
  - Service development (twice yearly)
  - Remuneration and nominations (quarterly)

(Our Treasurer chairs the finance, audit and risk committee and ensures the strategic oversight of Foothold's finances.)

- They might advise on particular subjects related to their area of interest or expertise.
- They are appointed for a three-year term, and can serve four terms maximum (two stints of two terms each, separated by at least 12 months). If their circumstances change they can resign mid-term.
- Although this role is unpaid, they can receive money for expenses like childcare costs or travel for meetings.



## What our Trustees do



# Our people are full of passion. Are you?

You don't have to have experience as a Trustee to join us. For us, believing in our purpose to do good is the most important thing. Just bring your positive energy – we'll support you with everything else from day one.

## Who's on our Board?

- At least six of our Trustees are present members of the IET – with two appointed by the IET directly.
- Four Trustees are appointed by the Board and can come from a broader background.
- There are some specific roles held by Trustees including the Chair, Vice Chair, Treasurer and Chairs of our committees
- Information about our current Trustees can be found at:  
[www.myfoothold.org/meet-the-trustees](http://www.myfoothold.org/meet-the-trustees)



## Benefits of being a Trustee



# Being a Trustee can bring you unique opportunities

You get to develop skills you wouldn't necessarily build in other roles, and learn from and work with people from all walks of life.

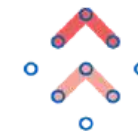
On top of this, you'll also:

- Use your passion to help build a brighter future for engineers and their families
- Play a big role in strategically leading our charity
- Enjoy a fresh, unique and meaningful experience in a leadership role
- Get good insight on how others work, respond to situations and make decisions
- Enjoy the perks of teamworking for the greater good



**96%**

of Trustees say they've learned new skills



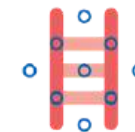
**73%**

say it has boosted their confidence



**22%**

got a promotion because of it



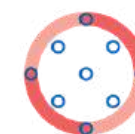
**38%**

have new leadership aspirations



**84%**

say being a Trustee made them happier



**86%**

say it's a good complement to professional and family life

from Getting on Board: How to Become a Charity Trustee

## Who we're looking for



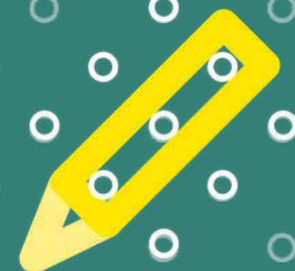
# We want our Board of Trustees to reflect the communities we support.

It's how we can help our community in the best way possible – by 100% reflecting them and understanding their needs.

Which is why we particularly welcome applications from people who:

- Are under 40 years old
- Are people of colour
- Have either a physical or less visible disability
- Have experience living in a low-income household

Find the full role description and person specification on our website:  
[www.myfoothold.org/get-involved/work-with-us](http://www.myfoothold.org/get-involved/work-with-us)



## How to apply



# Think you'd be a good fit for our Legal Trustee role?

If so, we can't wait to meet you!

To apply, complete our application form on our recruitment page ([www.myfoothold.org/getinvolved/work-with-us](http://www.myfoothold.org/getinvolved/work-with-us)).

Upload your CV and a supporting statement of no more than two pages explaining your interest in the role.

If you have any difficulties completing your application, please get in touch on [contact.us@myfoothold.org](mailto:contact.us@myfoothold.org).

There's space on the form to let us know if you need any reasonable adjustments for the interview.

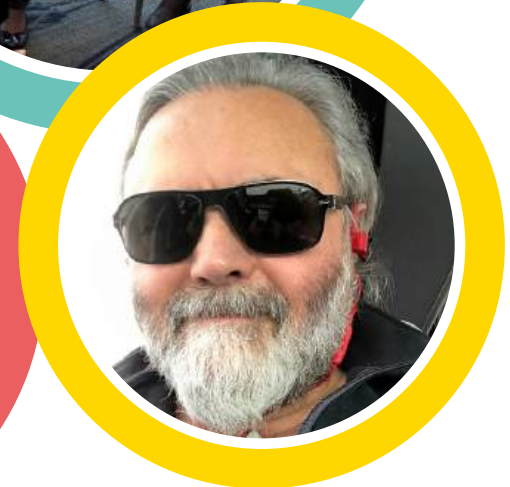
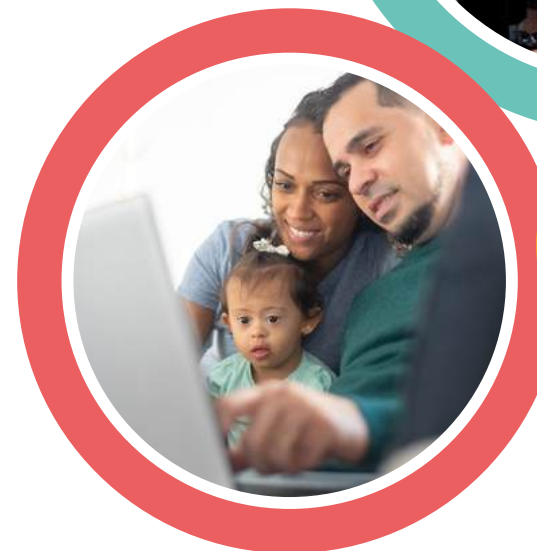
To arrange an informal chat with the CEO please feel free to email [admin@foothold.org.uk](mailto:admin@foothold.org.uk)

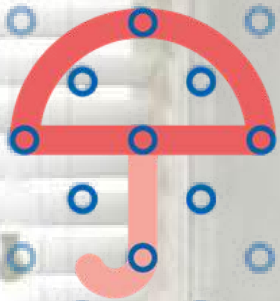
We can reimburse your travel costs if you are invited for an interview.

**Application deadline: 12:00 GMT 1 July 2026**

**Interviews will take place in central London on 14 July 2026.**

**We hope that the successful candidate will be able to join the online Board meeting on 22 July 2026.**





**Foothold**  
Supporting engineers

